

**NOTE:** This document is for informational use only by the Department of Energy and Contractors performing work for the Department of Energy and is subject to change at any time.

**Implementation Dates for New/Revised Workplace Substance Abuse Program Required by 10 CFR Part 707.5**

	<b>Implementation Dates</b>						
<b>Type of Contract</b>	<b>Contractor Must Submit Program to DOE</b>	<b>Date DOE Approves Program</b>	<b>First Date Contractor May Start Negotiating With Union</b>	<b>Contractor Notifies Non-Union Employees</b>	<b>Latest Implementation Date for Non-Union Employees</b>	<b>Latest Date Contractors May Implement Program for Union Employees</b>	
<b>M &amp; O Contractor</b>	No later than April 10, 2008	No later than May 10, 2008	Date Contractor receives notice of program approval from DOE	May 16, 2008	No later than July 16, 2008	One year after commencement of negotiation between Union and Contractor	
<b>Subcontractor to M &amp; O Contractor (on site)</b>	No later than April 10, 2008	No later than May 10, 2008	Date Contractor receives notice of program approval from DOE	May 16, 2008	No later than July 16, 2008	One year after commencement of negotiation between Union and Contractor	
<b>Subcontractor to M &amp; O Contractor (off site)</b>	<b>Dates subject to amendment of DEAR Security Clause</b>						
<b>Direct to DOE</b>	No later than April 10, 2008	No later than May 10, 2008	Date Contractor receives notice of program approval from DOE	May 16, 2008	No later than July 16, 2008	One year after commencement of negotiation between Union and Contractor	
<b>Other Situations:</b> Support service contracts; Small contractor (i.e., 1-10 employees in TDPs); Part time contractors who have clearances and work for several different contractors	<table border="1"> <tr> <td align="center"><b>Handled on a case-by-case basis</b></td> </tr> </table>						<b>Handled on a case-by-case basis</b>
<b>Handled on a case-by-case basis</b>							

**NOTE:**

- If one year after the commencement of negotiations, the parties have not agreed to the terms of a drug testing program under 10 CFR 707.15, then the contractor must implement all, including the amended, rule requirements without further negotiation.
- Contractors may fully implement programs earlier than these dates as long as all requirements of 10 CFR 707 have been met